



## CONNECTICUT

**TESTIMONY OF  
NATIONAL FEDERATION OF INDEPENDENT BUSINESS (NFIB)  
BY  
ANDY MARKOWSKI, CONNECTICUT STATE DIRECTOR  
CONCERNING  
HB-6501, AN ACT CONCERNING PARENTAL ENGAGEMENT  
BEFORE THE  
CHILDREN'S COMMITTEE  
MARCH 5, 2013**

*A non-profit, non-partisan organization founded in 1943, NFIB is Connecticut's and the nation's leading small-business association. In Connecticut, NFIB represents thousands of members and their employees. NFIB membership is scattered across the state and ranges from sophisticated high technology enterprises to "Main Street" small businesses to single-person "Mom & Pop" shops that operate in traditional ways. NFIB's mission is "To promote and protect the right of its members to own, operate, and grow their businesses." On behalf of those small- and independent- job-providers in Connecticut, I offer the following comments:*

NFIB/Connecticut has significant concerns with this bill and as such recommends rejection by the Committee. While no doubt well-intentioned, this legislation is yet another workplace mandate on already struggling small and mid-sized employers in this state, who will now be required to provide and administer a minimum amount "parental leave" to their employees for seemingly endless possibilities of "qualified school-related activity" which is "not limited to" (line 24) simply the various outlined activity. Passage of this legislation would not only harm existing small and mid-sized business in Connecticut, but also discourage entrepreneurship and relocation of new businesses to the state.

Coming two years after the imposition of the first and only statewide mandated paid sick leave requirement, now is not the time to impose another new mandate on employers for parental leave. Unfortunately, employee leave significantly impacts productivity and operations in small and mid-sized businesses. In short, parental leave is not an essential benefit, or even useful, to many workers. If mandated in Connecticut, parental leave would leave many Connecticut employers in a less competitive position. Time-off issues, including those for employees to attend parent-teacher conferences or school plays, etc., are currently worked out in thousands of small and mid-sized businesses in the state every day without state government intervention.

Furthermore, NFIB is concerned that there are several vague and ill-defined terms and phrases in the bill as currently drafted, with limited if any protections for employers. This creates uncertainty and the potential for frivolous litigation that can cripple a small employer.

Thank you for the opportunity to comment, and NFIB urges no action on HB-6501.